

Life Skills Training Workplace Prevention Program

National Health
Promotion Associates
(NHPA)



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
Substance Abuse and Mental Health Services Administration
Center for Substance Abuse Prevention
www.samhsa.gov

Grant Team

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- Project Collaborators:
 - Albany-based Employee Assistance Program (EAP): Bob Wishnoff, Ed.D., C.E.A.P.
 - Price Chopper Human Resource Department: Shelley Florence



Goals

- The overarching goal of the LifeSkills Workplace Prevention Program (LST WPP) is to use the LifeSkills Training as a model to design a comprehensive prevention program for adolescents that:
 - Can be implemented in a variety of workplace settings
 - Utilizes an expert-led instructor training component for program providers
 - Utilizes effective prevention materials specifically for use within the workplace



Target Population

- Ethnically diverse group of employees, ages 16 to 24, from an upstate New York supermarket chain
 - Phase I: 3 sites (urban, suburban, rural)
 - Phase 2: 30 sites (15 intervention/15 control, representing urban, suburban, and rural)



Implementation Strategy

- NHPA will collaborate with EAP and Price Chopper Human Resource staff to:
 - Select stores with sufficiently large populations of adolescents ages 16 to 24
 - Create mechanisms for program stabilization and sustainability
 - Align worksite MIS with program and CSAP data-gathering needs
 - Support grantee and cross-site evaluation activities



Delivery Mechanism

- The LST WWP intervention will be designed so that it:

Intra/Interpersonal Factors

- Addresses multiple risk and protective factors
- Addresses relevant work and life-related transitions
- Considers workplace and community culture factors

Program Factors

- Is generalizable across workplace settings
- Uses interactive teaching techniques such as role-playing and hands-on activities
- Can be implemented over a 15-week time period or in a more intensive mini-course format
- Maximizes employee involvement through high quality written materials, engaging workshop activities, and a customized GetFit website
- Can be taught by EAP, HR, or health promotion staff, and can be turn-keyed to other worksite staff



Products

- The LST WWP will adapt the LST model to reflect workplace-specific issues in a work-appropriate format with supporting materials such as:
 - Employee guide
 - Instructor manual
 - Interactive GetFit website



Process and Outcome Evaluation

- Phase I
 - Develop logic model
 - Collect process and administrative data
 - Collect baseline outcome data using web-based cross-site survey
- Phase II
 - Full LST WPP implementation
 - Collect process evaluation data
 - Collect cross-site survey data (pre, post, and one-year follow-up)
 - Gather administrative data
 - Complete cost study with RTI



Process Evaluation Tools

- Activities to determine the appeal, appropriateness, and feasibility of the LST WPP materials and the stability of program implementation include:
 - Employee survey process items
 - Worksite program observations
 - Fidelity checklist
 - Instructor feedback forms
 - Employee focus groups



Expected Intermediate and Long-Term Outcomes

- The LST WPP will positively impact an ethnically diverse group of employees ages 16 to 24 on substance abuse and outcome variables related to the workplace setting, including:
 - Alcohol and drug use behavior
 - Attitudes about alcohol and drug use
 - Stress management issues
 - Communication
 - Media influences
 - Decision-making attitudes about alcohol and drug use
 - Outlook on job and health
 - Job performance
 - Absenteeism, turnover



Sequence of Phase I Grant Activities

1. Strategic planning and partner collaboration
2. Completion of program blueprint document including logic model
3. Establishment of employee advisory group
4. Alignment of worksite MIS with program goals
5. Creation of worksite stabilization mechanism
6. Development and expert review of program materials
7. Pre-implementation employee focus groups (refine materials)
8. Customization of GetFit website
9. Creation of process and outcome tools
10. Pilot program implementation at 3 worksites (pretest survey, process data)
11. Gather remaining data (process, administrative, post survey, and focus groups)
12. Analysis of all data
13. Refinement of materials and program implementation
14. Program manual development
15. Phase I report

